

Nebraska State Energy Sector Partnership

**Metro Regional Project Team
syNErgy Proposal**

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Section 1: Project Overview and Approach

The Metro Regional Project Team respectfully submits this proposal to enhance workforce development and provide training opportunities related to the renewable energy sector in the Metro region of Nebraska. The Metro region has a renewable energy focus of Green Construction and Energy Efficiency. This focus is in direct correlation with the renewable energy assets and opportunities that exist in the Metro area.

The Metro project will be administered through the local One-Stop Career Centers located in Omaha and Lincoln. Current partnerships within the local One-Stop Career Centers will aid in the implementation of the Metro project. The local Workforce Investment Act (WIA) system and infrastructure will be mirrored for the Metro project. syNErgy case managers will have direct communication with the WIA case managers and Career Center staff that will serve as a resource for recruiting potential syNErgy participants. Other projects operating within the Metro area have been identified as partners, including the Pathways Out of Poverty program in Lincoln, and the Omaha Lincoln Retrofit Ramp-up (OLRR) weatherization project funded through the US Department of Energy (DOE).

Metro training opportunities to develop and enhance workforce development in the green construction and energy efficiency field include: basic skill “boot camps” for entry level and pre-employment participants; Occupational Skills Trainings which include certificate programs; On the Job Trainings (OJTs) with local employers; Apprenticeship and Pre-Apprenticeship programs; Internships, both paid and unpaid, to allow students to gain “real world” experience with employers; and Customized Trainings to meet the specific needs of local employers in the Metro area. In order to carry out these training opportunities, the Metro Regional Project Team divided the syNErgy resources and responsibilities between Lincoln and Omaha. Lincoln is responsible for one-third of the resources and outcomes, and Omaha is responsible for two-thirds of the resources and outcomes. The goal of the Metro syNErgy project is to provide participants with the skills necessary to obtain and maintain employment in the green construction and energy efficiency market, both today and in the future.

Section 2: Work Plan

a. Comprehensive Workforce Services (Outreach, Recruitment, Assessment)

The One-Stop Career Centers and industry employers will be direct assets in the areas of outreach and recruitment. Business Service Representatives (BSRs) located in the local Career Centers will assist with employer outreach, recruitment and engagement for the Metro syNErgy project. syNErgy case managers will be responsible for participant outreach and recruitment. To maximize the potential for recruitment and outreach various forms of media/communications will be utilized. These techniques include but are not limited to electronic transmissions through phone or email, print media to include potential correspondence to adjacent programs, and word of mouth medium between employers and project affiliates. Current recruitment strategies for WIA and similar programs will be utilized. syNErgy recruitment will extend beyond these strategies to target unemployed individuals who meet the “priority populations” outlined in the SESP Request for Proposal. This will be accomplished by coordinating with other agencies and organizations that currently serve these priority populations. syNErgy will also target high-skilled unemployed workers who closely resemble “incumbent workers” because of their significant work history in the construction or energy industries. Labor Unions will be a key resource for targeting the high-skilled unemployed population. Industry organizations and NDOL’s Rapid Response/Layoff Report will also be utilized to target unemployed individuals with skills related to this project’s focus.

The Workforce Investment Act (WIA) systems and infrastructure will be mirrored for the Metro syNErgy project. WIA style case management, which includes a “wrap-around” service strategy, will be implemented to provide syNErgy participants the intensive case management necessary to successfully complete a training program. All syNErgy participants will be assessed to determine the best and most appropriate service strategy for their training. Unemployed workers will receive the same assessments that the local WIA programs provide, including basic skills assessments for Reading and Math.

b. Training Opportunities

	LEED	Building Information Modeling (BIM)	Building Science
Energy Focus	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency
New or Existing	Existing	Existing	New
On-line?	Yes	No	No
Type of Activity	Classroom; Incumbent	Classroom; Incumbent	Classroom; Incumbent
Incumb./ Unemp/ Both	Incumbent	Incumbent	Incumbent
Training Provider(s)	AGC Building Chapter; SCC	AGC Building Chapter & Other partners	MCC
Pre-requisites	Building/construction/electrical experience or two-year college degree in related field	Professional experience; sequence starting with BIM 101	Building/construction/electrical experience or two-year college degree in related field
Certificate/ License/ Credential	LEED Certified	CEU; leads to BIM credential	Certificate
Total Hours	16	24	16
Length of Time	2 days	3 days	2 days
# of Sessions	15	8	2
Enrollment Timeline	7 times year one; 8 times year two	4 times per year	1 time per year
Trainees/Session	6	5	30
Total Trainees	90	40	60
Cost/Participant	\$389	\$238	\$396
Total Training Cost	\$35,010	\$9,520	\$23,760
Expected Wage/Hr	\$16 - \$20	\$20	\$18

	Weatherization	Energy Auditor	Solar PV (Photovoltaic)
Energy Focus	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency
New or Existing	New	New	New
On-line?	No	No	No
Type of Activity	Classroom	Classroom; Incumbent Worker	Classroom; Incumbent Worker; Customized
Incumb./ Unemp/ Both	Both	Both	Incumbent
Training Provider(s)	MCC	SCC; MCC; NJATC; Association of Energy Engineers	NJATC
Pre-requisites	Green Boot Camp	Varies for Training Provider: Boot Camp; Weatherization I & II	Journeyman/Apprentice
Certificate/ License/ Credential	OSHA 10; First Aid; Lead Safe (RRP), Weatherization Completion	Certificate	Certificate of completion, could lead to NABCEP or other national credential
Total Hours	40	40	24
Length of Time	1 week	1 week	3 days
# of Sessions	6	10	2
Enrollment Timeline	3 times per year	5 times per year	1 time per year
Trainees/Session	15	13	12
Total Trainees	90	130	24
Cost/Participant	\$665	\$731	\$1,188
Total Training Cost	\$59,850	\$95,030	\$28,512
Expected Wage/Hr	\$12	\$14	\$24

	Boot Camps	Pre-Apprenticeships	Apprenticeships
Energy Focus	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency
New or Existing	New	Existing	Existing
On-line?	No	No	No
Type of Activity	Classroom	Classroom; OJT; Customized Training	Apprenticeship; OJT; Classroom
Incumb./ Unemp/ Both	Unemployed	Unemployed	Unemployed
Training Provider(s)	Steamfitters; SCC; MCC	Steamfitters; IBEW	Steamfitters; IBEW
Pre-requisites	Basic Reading and Math	Boot Camp	High School Diploma/GED
Certificate/ License/ Credential	OSHA 10; First Aid, Lead Safe RRP; Intro to the Trades, Green Construction Basics	Certificate	Various (depending on the apprenticeship pursued): Welding/Rigging/Med-Gas/UA Star OSHA 30/CPR-Safety/Omaha Steam Iowa State Hydronic-HVAC-Elect.
Total Hours	80	96	247/year
Length of Time	2 weeks	1 year	varies depending on apprenticeship
# of Sessions	20	2	1
Enrollment Timeline	10 times per year	1 time per year	1 time per year
Trainees/Session	10	5	4
Total Trainees	200	10	4
Cost/Participant	\$1,425	\$3,714	\$8,549
Total Training Cost	\$285,000	\$37,140	\$34,196
Expected Wage/Hr	\$10	\$12	49% of Journeyman Scale

	Green Systems Support	Air Quality	Sustainability
Energy Focus	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency
New or Existing	Existing	Existing	Existing
On-line?	No	Yes	Yes
Type of Activity	Classroom; Incumbent Worker	Classroom; Incumbent Worker	Classroom; Incumbent Worker
Incumb./ Unemp/ Both	Incumbent Worker	Incumbent Worker	Incumbent Worker
Training Provider(s)	Steamfitters; SCC	SCC; Association of Energy Engineers	SCC
Pre-requisites	Varies	Professional Experience or related degree	Professional Experience or related degree
Certificate/ License/ Credential	Certificate	Certificate	Certificate
Total Hours	32	32	60; 110
Length of Time	4 days	4 days	2 weeks; 6 months
# of Sessions	8	2	2
Enrollment Timeline	4 times per year	1 time per year	1 time per year
Trainees/Session	8	5 - 6	10
Total Trainees	64	11	20
Cost/Participant	\$147	\$1,581	\$1,423
Total Training Cost	\$9,408	\$17,391	\$28,460
Expected Wage/Hr	\$18	\$20	\$22

	Instrumentation	Certified Green Supply Chain Prof.	Energy Generation Operation
Energy Focus	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency
New or Existing	New	Existing	Existing
On-line?	No	Yes	No
Type of Activity	Classroom; Incumbent Worker	Classroom; Incumbent	Classroom
Incumb./ Unemp/ Both	Both	Incumbent	Unemployed
Training Provider(s)	NJATC; SCC	SCC	SCC
Pre-requisites	Professional Experience; related degree; Journeyman/Apprentice	Basic Reading and Math	High School Diploma/GED
Certificate/ License/ Credential	Certificate	Certificate	Associates Degree
Total Hours	36	60	full time
Length of Time	1 week	up to one year	18 months
# of Sessions	8	4	1
Enrollment Timeline	4 times per year	2 times per year	1 time
Trainees/Session	7	2	5
Total Trainees	56	8	5
Cost/Participant	\$624	\$1,515	\$5,130
Total Training Cost	\$34,944	\$12,120	\$25,650
Expected Wage/Hr	\$24	\$18	\$14

	Energy Management	Safety Trainings	Welding
Energy Focus	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency
New or Existing	Existing	Existing	Existing
On-line?	Yes	Yes	No
Type of Activity	Classroom Training; Incumbent Worker	Classroom; Customized	Classroom; Incumbent Worker
Incumb./ Unemp/ Both	Incumbent	Both	Both
Training Provider(s)	American Public Power Association; Association of Energy Engineers	Steamfitters; IBEW; SCC	Steamfitters; SCC
Pre-requisites	Professional Experience Required	Basic Reading and Math	Varies for each level of training
Certificate/ License/ Credential	Certificate; CEU credit; PDH credit	OSHA card; Certificate	Certificate
Total Hours	24	24	48 - 640
Length of Time	3 days	3 days	8 - 16 weeks
# of Sessions	11	6	4
Enrollment Timeline	5 times per year	3 times per year	2 times per year
Trainees/Session	2	10	8
Total Trainees	22	60	32
Cost/Participant	\$1,727	\$380	\$861
Total Training Cost	\$37,994	\$22,800	\$27,552
Expected Wage/Hr	\$25	\$12	\$16

	HVAC	Work-Type Experiences	<i>See Attachment 1 for the complete listing of Individual Training Opportunities that will be funded through this project.</i>
Energy Focus	Green Construction/Energy Efficiency	Green Construction/Energy Efficiency	
New or Existing	Existing	New	
On-line?	No	No	
Type of Activity	Classroom; Incumbent Worker; Customized	OJT, Internships, Work Experiences	
Incumb./ Unemp/ Both	Both	Unemployed	
Training Provider(s)	SCC; OPPD	SCC; MCC; local employers	
Pre-requisites	Building/construction/electrical experience or two-year college degree in related field	Basic Reading & Math	
Certificate/ License/ Credential	Certificate	none	
Total Hours	16 or 335	varies	
Length of Time	2 days or 10 weeks	varies	
# of Sessions	6	TBD	
Enrollment Timeline	3 times per year	on-going	
Trainees/Session	12	TBD	
Total Trainees	74	TBD	
Cost/Participant	\$616	varies	
Total Training Cost	\$45,584	\$67,192	
Expected Wage/Hr	\$17	\$12	

Metro Training Opportunities
Unemployed and Incumbent Worker Budget and Enrollments

U = Unemployed Worker I = Incumbent Worker

A) LEED					90	\$35,008
	U worker	U cost	I worker	I cost		
Lincoln	0	\$0	30	\$11,669		
Omaha	0	\$0	60	\$23,339		
Total	0	\$0	90	\$35,008		
B) Building Information Modeling					40	\$9,501
	U worker	U cost	I worker	I cost		
Lincoln	0	\$0	15	\$3,563		
Omaha	0	\$0	25	\$5,938		
Total	0	\$0	40	\$9,501		
C) Building Science					60	\$23,750
	U worker	U cost	I worker	I cost		
Lincoln	0	\$0	0	\$0		
Omaha	0	\$0	60	\$23,750		
Total	0	\$0	60	\$23,750		
D) Weatherization					90	\$59,850
	U worker	U cost	I worker	I cost		
Lincoln	0	\$0	0	\$0		
Omaha	30	\$19,950	60	\$39,900		
Total	30	\$19,950	60	\$39,900		
E) Energy Auditor					130	\$95,000
	U worker	U cost	I worker	I cost		
Lincoln	15	\$10,961	20	\$14,616		
Omaha	25	\$18,269	70	\$51,154		
Total	40	\$29,230	90	\$65,770		
F) Solar					24	\$28,500
	U worker	U cost	I worker	I cost		
Lincoln	0	\$0	0	\$0		
Omaha	0	\$0	24	\$28,500		
Total	0	\$0	24	\$28,500		

G) Boot Camps			200	\$285,000
	U worker	U cost	I worker	I cost
Lincoln	65	\$92,625	0	\$0
Omaha	135	\$192,375	0	\$0
Total	200	\$285,000	0	\$0

H) Pre-Apprenticeships			10	\$37,136
	U worker	U cost	I worker	I cost
Lincoln	3	\$11,141	0	\$0
Omaha	7	\$25,995	0	\$0
Total	10	\$37,136	0	\$0

I) Apprenticeships			4	\$34,196
	U worker	U cost	I worker	I cost
Lincoln	1	\$8,549	0	\$0
Omaha	3	\$25,647	0	\$0
Total	4	\$34,196	0	\$0

J) Green Systems Support			64	\$9,405
	U worker	U cost	I worker	I cost
Lincoln	0	\$0	44	\$6,466
Omaha	0	\$0	20	\$2,939
Total	0	\$0	64	\$9,405

K) Air Quality			11	\$17,394
	U worker	U cost	I worker	I cost
Lincoln	0	\$0	8	\$12,650
Omaha	0	\$0	3	\$4,744
Total	0	\$0	11	\$17,394

L) Sustainability			20	\$28,462
	U worker	U cost	I worker	I cost
Lincoln	0	\$0	8	\$18,962
Omaha	0	\$0	12	\$9,500
Total	0	\$0	20	\$28,462

M) Instrumentation			56	\$34,962
	U worker	U cost	I worker	I cost
Lincoln	4	\$2,498	32	\$19,978
Omaha	4	\$2,498	16	\$9,988
Total	8	\$4,996	48	\$29,966

N) Certified Green Supply Chain Professional			8	\$12,122
	U worker	U cost	I worker	I cost
Lincoln	0	\$0	8	\$12,122
Omaha	0	\$0	0	\$0
Total	0	\$0	8	\$12,122

O) Energy Generation Operation			5	\$25,650
	U worker	U cost	I worker	I cost
Lincoln	5	\$25,650	0	\$0
Omaha	0	\$0	0	\$0
Total	5	\$25,650	0	\$0

P) Energy Management			22	\$38,000
	U worker	U cost	I worker	I cost
Lincoln	0	\$0	0	\$0
Omaha	0	\$0	22	\$38,000
Total	0	\$0	22	\$38,000

Q) Safety Trainings			60	\$22,800
	U worker	U cost	I worker	I cost
Lincoln	5	\$1,900	15	\$5,700
Omaha	15	\$5,700	25	\$9,500
Total	20	\$7,600	40	\$15,200

R) Welding			32	\$27,550
	U worker	U cost	I worker	I cost
Lincoln	8	\$6,888	12	\$10,331
Omaha	2	\$1,721	10	\$8,610
Total	10	\$8,609	22	\$18,941

S) HVAC			74	\$45,599
	U worker	U cost	I worker	I cost
Lincoln	4	\$2,465	20	\$12,324
Omaha	0	\$0	50	\$30,810
Total	4	\$2,465	70	\$43,134

T) Work-Type Experiences			TBD	\$67,192
	U worker	U cost	I worker	I cost
Lincoln	TBD	\$5,719	0	\$0
Omaha	TBD	\$61,473	0	\$0
Total	TBD	\$67,192	0	\$0

c. Supportive Services

Supportive services may be provided to Metro syNErgy participants who are unable to obtain such services from other providers in the community. These services may only be provided after it has been determined that such services are necessary to enable the participant to participate in syNErgy training or employment opportunities. Coordination between the syNErgy case manager and other partners, such as WIA, must take place to determine the availability of supportive services from sources other than the Metro syNErgy project. To the greatest extent possible, syNErgy participants will be co-enrolled in programs that can leverage supportive service funds, such as WIA.

When supportive service funds cannot be leveraged, the syNErgy case manager will assess the participant's need for supportive services, document the results of the assessment, and document the provision of such services. Supportive services cost and time limitations will mirror those of the local WIA service provider; in some instances these limitations may be exceeded with the approval of the State syNErgy Program Coordinator. The cost limitation includes all supportive services provided during the participant's enrollment in syNErgy and those supportive services provided to the participant as part of follow up after exit. The cost of direct payment or reimbursement to clients for supportive services will be the actual costs incurred up to the maximum amount allowed. The cost of supportive services must be both reasonable and competitive in price. Assistance for allowable supportive services includes, but is not limited to:

- **Transportation:** Includes costs for items such as mileage reimbursement, basic car repairs, car liability insurance, bus, or other transportation fees.
- **Childcare:** May be provided by a licensed day care provider to clients who are not able to participate in syNErgy without such assistance.
- **Protective clothing, eyewear, tools, equipment:** These items may include eyewear, steel-toed shoes, work related or training related tools and equipment, uniforms, etc. If these items are required under the training program curriculum (included in the course syllabus), they become training costs, not supportive service costs.

- **License, Test and Application fees:** For the payment of such fees as they pertain to training or employment opportunities in the renewable energy field.

Metro syNErgy case managers will assist participants in finding linkages, referrals, and information about the availability of supportive service assistance not provided or funded by the Metro syNErgy project. Such services may include: food stamps, temporary assistance for needy families (TANF), veteran's assistance funds, financial assistance for education, county public assistance funds, etc.

d. Performance, Placement & Retention

The Metro syNErgy project relies on established partnerships with the local One-Stop Career Centers to meet the performance outcomes outlined below. The Metro syNErgy project will partner with the Career Center's Wagner Peyser staff, most notably Business Service Representatives (BSRs), to utilize their employer contacts for possible job placement opportunities. The Metro project will also utilize the Nebraska Department of Labor's new web-based Management Information System (MIS), NEworks. NEworks will allow for case management, participant tracking, resume development, job search and follow up services. By utilizing NEworks, syNErgy participants will have the ability to search and apply for numerous renewable energy employment opportunities either on their own, or with the assistance of their case manager. For retention, part of the "Intensive Case Management" service model is to continue services and contact with participants after they have completed training and obtained employment. This strategy allows for a greater success rate for participants who may not have immediate success in their new employment opportunities.

The Metro Regional Project Team has a number of employers who were engaged in the planning process for this project, including: *American Energy Auditors, Black Hills Energy, Hearthstone Homes, Johnson Controls, Kiewit Building, Lincoln Electric Systems, Omaha Public Power District, and Sanwick Remodeling*. While the Metro proposal does not include letters of commitment from local industry employers, the syNErgy Service Provider and Training Providers will continue to foster employer involvement throughout the life of this project. Employer incentives, such as the Work Opportunity Tax Credit (WOTC), On the Job Trainings (wage reimbursement), Customized Trainings for employers with specific workforce needs, and

student Internship opportunities will be marketed to potential employers. The Omaha Lincoln Retrofit Ramp-up (OLRR) project is not an employer, but OLRR does have the ability to impact the green construction and energy efficiency market by creating a demand for high skilled individuals. The Metro syNErgy project is partnering with OLRR to determine how best to maximize the training opportunities offered through syNErgy so they can lead to employment and job retention in the area.

The Metro syNErgy project has an “Entered Employment” goal of 80% for Unemployed Workers; and an “Average Earnings” goal of \$12 per hour for Unemployed Workers and \$18 per hour for Incumbent Workers. There is no Entered Employment goal for Incumbent Workers because they are already employed in the construction or energy industry. The difference in Average Earnings goals for Incumbent Workers and Unemployed Workers is due to the fact that the Incumbent Workers will most likely be earning Experienced Level Wages when they start their syNErgy training, and will be poised to earn an even higher salary after their renewable energy training. Unemployed Workers will most likely start earning Entry Level Wages once they obtain employment in the green construction or energy efficiency field.

The Metro region’s Planned Performance Outcomes (see Attachment 2) are based on the percentage of syNErgy training funds the Metro region received for the syNErgy project; \$1.2 million out of a statewide total of \$2.6 million in training funds is 46%. Based on this percentage, the Metro region is assuming responsibility for 46% of the Statewide Planned Performance Outcomes. Within the Metro region, the training funds and performance outcomes have been divided between the Lincoln and Omaha areas, with Lincoln receiving one-third of the funds (\$400,000) and Omaha receiving two-thirds of the funds (\$800,000). Each city also has responsibility for the equivalent percentage of Metro Planned Performance Outcomes as indicated below.

e. Sustainability Plan

Training opportunities for the Metro syNErgy project were developed in coordination with local training providers. The inclusion of employers and training providers during the planning process allowed for the development of a project based on current and future energy efficiency demands in the Metro workforce. The Metro syNErgy project has established agency

and program partnerships that will exist beyond the life of the grant. Relationships between employers, training providers and program service providers will be maintained to assist new job seekers, students, etc.

The Metro syNErgy project focuses on new and emerging industry opportunities related to energy efficiency. The recent Greater Lincoln Regional Innovation Grant (RIG) process identified target industries and niche sectors in a 12 county area of Southeast Nebraska. Through roundtable discussions with community stakeholders, a review of industry growth patterns, and an understanding of the region's current assets, five target industry opportunities were identified: Advanced Manufacturing, Health Services, Agriculture & Life Sciences, Transportation & Logistics, and Business Services & Information Technology. These industries demonstrate potential for long-term economic growth. Renewable energy was identified as a niche sector within several broader targets, primarily Advanced Manufacturing, Transportation & Logistics, and Agriculture & Life Sciences. By using the collaborative education, economic and workforce development network established by the RIG, the syNErgy training opportunities will be available throughout the Southeast Community College area. As the RIG results indicate, these renewable energy opportunities and assets will continue after the completion of the Metro syNErgy project.

Section 3: Organizational Structure

The Metro syNErgy project will be housed out of the One-Stop Career Centers in Lincoln and Omaha. The resources and responsibilities for the Metro project have been divided between the Lincoln and Omaha areas. Each area will house one Full Time Equivalent (FTE), or “case manager” position for syNErgy. In addition to the 2 FTEs that the Metro region will hire to implement the syNErgy project, the Metro area will have an assigned syNErgy State Program Coordinator to provide technical assistance and act as the administrative entity for the Metro project. The syNErgy State Program Coordinator will not be funded through the Metro region’s \$1.2 million.

The syNErgy case managers will mirror the case management strategies of the local WIA program. Training and technical assistance regarding syNErgy enrollment procedures and other syNErgy requirements will be provided to the syNErgy case managers. The Lincoln area case manager will be hired through the City of Lincoln, and the Omaha area case manager will be hired through Nebraska Department of Labor. syNErgy case managers will be employees of these agencies, and will follow the organizational structure of their hiring agency.

Due to the high number of individuals that will be served through this project, the syNErgy case managers will be responsible for the case management of unemployed workers. The syNErgy State Program Coordinator will be responsible for the Incumbent Worker population. As such, the duties and services that case managers will provide to syNErgy participants that are not receiving “Incumbent Worker” training include, but are not limited to:

Outreach; Recruitment; Basic Skills Assessment (reading, math, etc.); Technical Skills Assessment; Interest Area Assessment; Individual Employment Plan development; Outline Training Opportunities; Coordinate Training enrollment; Process Training Expenses; Coordinate enrollment with partner programs; Leverage partner resources for client expenses; Eligibility determination; Enrollment documentation, paperwork, verification; Career Guidance; Job Search; Job Placement; OJT development & coordination (contracts, wage reimbursement, etc.); Participant Tracking (NEworks)

In order to perform these duties, the syNErgy case managers must possess the following skills:

Multi-tasking; writing; critical thinking; Microsoft Office Suite; web-based operations; interpersonal skills; strong communication; marketing; experience or education in the Human Service or related field; in addition to skills required by the hiring agency

The primary Administrative contact for the Metro syNErgy project is:

Kenny Derry

syNErgy Program Coordinator

kenneth.derry@nebraska.gov

(402) 471-9357

Section 4: Budget Narrative

The Metro detailed budget, outlined below, includes the estimated program costs for the syNErgy project, including case manager costs, participant training costs and participant supportive services costs.

Supportive services costs were estimated based on 5% of the original training cost for each training opportunity. A primary goal of the Metro project is to provide as many funds as possible for participant costs. For this reason, the Metro team has not projected material costs for the implementation of this project.

Leveraged fund sources include but are not limited to:

Local WIA programs—eligible participants will be co-enrolled to maximize job training resources

One-Stop Career Center services—marketing, outreach and recruitment strategies will be implemented by Career Center staff that already perform these duties

Omaha Lincoln Retrofit Ramp-up—direct linkage and contact with potential employers will assist with recruitment and outreach opportunities

Pathways Out of Poverty grant—eligible participants will be co-enrolled to maximize grant resources

Professional Certificate Incumbent Worker Trainings—Incumbent workers will pay a portion of the fees for Professional Certificate programs, such as LEED or Certified Energy Manager (CEM).

Trade Adjustment Assistance (TAA) program—eligible participants will be co-enrolled to maximize job training resources

Metro Detailed Budget

	Lincoln	Omaha	Metro Total
Case Manager Wages (1FTE)	\$37,135	\$32,084	\$69,219
Retirement, FICA, Health	\$2,841	\$10,588	\$13,429
Indirect Costs	\$0	\$4,813	\$4,813
Operational Costs	\$3,826	\$15,515	\$19,341
Total Personnel Cost Per Year	\$43,802	\$63,000	\$106,802
2 year cost for Case Manager	\$87,605	\$126,000	\$213,605
Training Cost-Unemployed	\$168,396	\$353,628	\$522,024
<i>Clients Served</i>	<i>110</i>	<i>221</i>	<i>331</i>
Training Cost-Incumbent	\$128,381	\$286,672	\$415,053
<i>Clients Served</i>	<i>212</i>	<i>457</i>	<i>669</i>
Supportive Services Costs	\$15,618	\$33,700	\$49,318
Total Training Costs	\$312,395	\$674,000	\$986,395
Total syNErgy Costs	\$400,000	\$800,000	\$1,200,000
Total Clients Served	322	678	1000

Attachment 1: List of Metro Training Opportunities

A)	LEED	90	\$35,008
1	LEED Green Associate Certification		
2	LEED AP Building & Construction Certification		
3	LEED Green Associate Test Prep		
4	LEED for New Construction		
B)	Building Information Modeling	40	\$9,501
5	Building Information Modeling (101)		
6	BIM Technology		
7	BIM Contract Negotiation and Risk Management		
C)	Building Science	60	\$23,750
8	The 3 R's Repairs, Renovations, Retrofits		
D)	Weatherization	90	\$59,850
9	Weatherization I		
10	Weatherization II		
E)	Energy Auditor	130	\$95,000
11	Energy Auditor		
12	Energy Auditing for Electricians		
13	BPI Building Analyst/Energy Auditor Cert.		
14	Certified Residential Energy Auditor		
F)	Solar	24	\$28,500
15	Solar Photovoltaic (PV)		
G)	Boot Camps	200	\$285,000
16	Basic Skills Boot Camp		
17	syNErgy Boot Camp		
18	Green Boot Camp (Intro to the Trades)		

H)	Pre-Apprenticeships	10	\$37,136
	19 Steamfitters & Plumbers Local 464		
	20 IBEW (Electrical Workers union)		
I)	Apprenticeships	4	\$34,196
	21 Pipefitter Apprenticeship		
	22 Plumber Apprenticeship		
	23 Electrician Apprenticeship		
J)	Green Systems Support	64	\$9,405
	24 Green Systems Awareness		
	25 Green Leadership		
K)	Air Quality	11	\$17,394
	26 Certified Carbon Reduction Manager		
	27 Certified Indoor Environmentalist (CIE)		
L)	Sustainability	20	\$28,462
	28 Senior Certified Sustainability Professional		
	29 Permaculture—Sustainable Landscaping Techniques		
M)	Instrumentation	56	\$34,962
	30 Energy Management/Instrumentation		
	31 Variable Frequency Drives		
	32 Basic Programmable Logic Controllers		
	33 Electrical Measurements, Sensors & Controls		
N)	Certified Green Supply Chain Professional	8	\$12,122
	34 Certified Green Supply Chain Professional		
O)	Energy Generation Operation	5	\$25,650
	35 Energy Generation Operation AAS Degree		

P)	Energy Management	22	\$38,000
36	Energy Efficiency Management Cert. Prog.		
37	Certified Business Energy Professional		
38	Certified Building Energy Simulation Analyst		
39	Certified Building Commissioning Prof. Prog.		
40	Certified Energy Manager		
41	Certified Energy Procurement Professional		
42	Certified Lighting Efficiency Professional		
43	Energy Manager in Training		
44	Certified Green Building Engineer		
45	Certified Sustainable Development Prof.		
46	Distributed Generation Certified Prof.		
47	Existing Building Commissioning Prof.		
48	Certified Measurement & Validation Prof.		
49	Certified Power Quality Professional		
50	Certified Renewable Energy Professional		
Q)	Safety Trainings	60	\$22,800
51	Elevated Work/Harness Safety Training		
52	30 Hour OSHA		
R)	Welding	32	\$27,550
53	Welding Certification		
54	Structural Welding		
S)	HVAC	74	\$45,599
55	HVAC Contractor Training Series-2011		
56	HVAC Contractor Training Series-2012		
57	HVAC Technician		
T)	Work-Type Experiences	TBD	\$67,193
58	Paid Internships		
59	Work Experiences		
60	On the Job Trainings		

Attachment 2: Metro Planned syNErgy Performance Outcomes

	Participant Outcomes	Statewide			Metro Region			
		Incumbent Workers	Unemployed Workers	Totals	Incumbent Workers	Unemployed Workers	Totals	
1	Served	350	600	950	161	276	437	46% of Statewide Numbers
2	Beginning Education/Training Activities	350	517	867	161	238	399	86% of #1
3	Completing Education/Training Activities (85%)	298	439	737	137	203	340	85% of #2
4	Completing Education/Training Activities & Receiving Degree/Certificate (80 %)	238	351	589	110	163	273	80% of #3
5	Completing Education/Training Activities Placed Into Unsubsidized Employment (80 %)	Continued	351	351 +	Continued (b/c already employed)	163	163+	80% of #3
6	Completing Education/Training Activities & Placed Into Training Related Unsubsidized Employment (75 %)	Continued	329	329 +	Continued (b/c already employed)	153	153+	75% of #3
7	Placed In Unsubsidized Employment & Retain Employed Status 1st/2nd Quarters Following Initial Placement (90%)	Continued	315	315 +	Continued (b/c already employed)	147	147+	90% of #5

Lincoln and Omaha: Planned syNErgy Performance Outcomes

		Lincoln Area (1/3 of Metro Region) \$400,000 budget			Omaha Area (2/3 of Metro Region) \$800,000 budget			
	Participant Outcomes	Incumbent Workers	Unemployed Workers	Totals	Incumbent Workers	Unemployed Workers	Totals	
1	Served	54	92	146	107	184	291	1/3 and 2/3 of Metro numbers
2	Beginning Education/Training Activities	54	80	134	107	159	266	86% of #1
3	Completing Education/Training Activities (85%)	46	68	114	91	136	227	85% of #2
4	Completing Education/Training Activities & Receiving Degree/Certificate (80 %)	37	55	92	73	109	182	80% of #3
5	Completing Education/Training Activities Placed Into Unsubsidized Employment (80 %)	Continued	55	55+	Continued (b/c already employed)	109	109+	80% of #3
6	Completing Education/Training Activities & Placed Into Training Related Unsubsidized Employment (75 %)	Continued	51	51+	Continued (b/c already employed)	102	102+	75% of #3
7	Placed In Unsubsidized Employment & Retain Employed Status 1st/2nd Quarters Following Initial Placement (90%)	Continued	50	50+	Continued (b/c already employed)	98	99+	90% of #5

Attachment 3: Flow Chart for Green Training Responsibilities

